

[HOME]	[SEARCH]	[PREV]	[CURR_LIST]	[NEXT]	[FIRST]	[PREV]	[CURR]
[NEXT_DOC]	[LAST_DOC]	[BOTTOM]	[HELP]				

**WAGE DETERMINATION NO: 94-2367 REV (15) AREA: NY,ALBANY**

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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*

WASHINGTON D.C. 20210

William W.Gross  
DirectorDivision of  
Wage Determinations

Wage Determination No.: 1994-2367

Revision No.: 15

Date Of Last Revision: 09/15/2000

State: **New York**Area: **New York** Counties of Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, **Schenectady**, Schoharie, Warren, Washington**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	9.35
Accounting Clerk II	11.08
Accounting Clerk III	12.61
Accounting Clerk IV	14.67
Court Reporter	14.35
Dispatcher, Motor Vehicle	14.35
Document Preparation Clerk	10.92
Duplicating Machine Operator	10.92
Film/Tape Librarian	12.56
General Clerk I	8.23
General Clerk II	9.27
General Clerk III	11.15
General Clerk IV	12.39
Housing Referral Assistant	16.43
Key Entry Operator I	10.57
Key Entry Operator II	12.78
Messenger (Courier)	8.23
Order Clerk I	11.08
Order Clerk II	12.20
Personnel Assistant (Employment) I	8.84
Personnel Assistant (Employment) II	9.95
Personnel Assistant (Employment) III	12.32
Personnel Assistant (Employment) IV	13.70
Production Control Clerk	16.43
Rental Clerk	12.56
Scheduler, Maintenance	12.56
Secretary I	12.56
Secretary II	14.35
Secretary III	16.43
Secretary IV	17.48
Secretary V	19.82
Service Order Dispatcher	12.56

Stenographer I	11.18
Stenographer II	12.56
Supply Technician	17.48
Survey Worker (Interviewer)	14.35
Switchboard Operator-Receptionist	8.85
Test Examiner	14.35
Test Proctor	14.35
Travel Clerk I	7.95
Travel Clerk II	8.48
Travel Clerk III	9.01
Word Processor I	10.71
Word Processor II	12.02
Word Processor III	13.32
Automatic Data Processing Occupations	
Computer Data Librarian	10.53
Computer Operator I	10.53
Computer Operator II	11.24
Computer Operator III	15.29
Computer Operator IV	16.92
Computer Operator V	18.62
Computer Programmer I (2)	13.49
Computer Programmer II (2)	16.56
Computer Programmer III (2)	21.75
Computer Programmer IV (2)	26.19
Computer Systems Analyst I (2)	18.32
Computer Systems Analyst II (2)	23.00
Computer Systems Analyst III (2)	27.62
Peripheral Equipment Operator	10.53
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.00
Automotive Glass Installer	16.56
Automotive Worker	16.56
Electrician, Automotive	17.27
Mobile Equipment Servicer	15.12
Motor Equipment Metal Mechanic	18.00
Motor Equipment Metal Worker	16.56
Motor Vehicle Mechanic	19.38
Motor Vehicle Mechanic Helper	14.22
Motor Vehicle Upholstery Worker	15.84
Motor Vehicle Wrecker	16.56
Painter, Automotive	17.27
Radiator Repair Specialist	16.56
Tire Repairer	14.61
Transmission Repair Specialist	18.00
Food Preparation and Service Occupations	
Baker	11.87
Cook I	10.85
Cook II	11.87
Dishwasher	7.56
Food Service Worker	7.56
Meat Cutter	11.87
Waiter/Waitress	8.37
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.96
Furniture Handler	12.24
Furniture Refinisher	17.96
Furniture Refinisher Helper	14.55
Furniture Repairer, Minor	16.54
Upholsterer	17.96
General Services and Support Occupations	

Cleaner, Vehicles	7.56
Elevator Operator	7.56
Gardener	10.85
House Keeping Aid I	6.85
House Keeping Aid II	7.56
Janitor	7.56
Laborer, Grounds Maintenance	8.37
Maid or Houseman	6.85
Pest Controller	11.39
Refuse Collector	7.56
Tractor Operator	10.02
Window Cleaner	8.37
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	8.71
Licensed Practical Nurse II	9.77
Licensed Practical Nurse III	10.93
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.88
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	17.48
Exhibits Specialist I	13.35
Exhibits Specialist II	16.54
Exhibits Specialist III	20.70
Illustrator I	13.35
Illustrator II	16.54
Illustrator III	20.70
Librarian	19.94
Library Technician	14.35
Photographer I	10.41
Photographer II	13.35
Photographer III	16.54
Photographer IV	20.70
Photographer V	24.02
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	5.98
Counter Attendant	5.98
Dry Cleaner	7.31
Finisher, Flatwork, Machine	5.98
Presser, Hand	5.98
Presser, Machine, Drycleaning	5.98
Presser, Machine, Shirts	5.98
Presser, Machine, Wearing Apparel, Laundry	5.98
Sewing Machine Operator	7.75
Tailor	8.19

Washer, Machine	6.42
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	17.96
Tool and Die Maker	22.69
Material Handling and Packing Occupations	
Forklift Operator	14.79
Fuel Distribution System Operator	17.39
Material Coordinator	17.47
Material Expediter	17.47
Material Handling Laborer	14.63
Order Filler	12.39
Production Line Worker (Food Processing)	15.31
Shipping Packer	11.37
Shipping/Receiving Clerk	13.08
Stock Clerk (Shelf Stocker; Store Worker II)	11.97
Store Worker I	9.93
Tools and Parts Attendant	15.01
Warehouse Specialist	15.01
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.70
Aircraft Mechanic Helper	14.55
Aircraft Quality Control Inspector	19.36
Aircraft Servicer	16.54
Aircraft Worker	17.24
Appliance Mechanic	17.96
Bicycle Repairer	15.21
Cable Splicer	18.70
Carpenter, Maintenance	17.44
Carpet Layer	17.24
Electrician, Maintenance	20.09
Electronics Technician, Maintenance I	16.74
Electronics Technician, Maintenance II	17.35
Electronics Technician, Maintenance III	18.00
Fabric Worker	16.54
Fire Alarm System Mechanic	18.70
Fire Extinguisher Repairer	15.74
Fuel Distribution System Mechanic	18.70
General Maintenance Worker	17.19
Heating, Refrigeration and Air Conditioning Mechanic	18.70
Heavy Equipment Mechanic	18.70
Heavy Equipment Operator	18.70
Instrument Mechanic	18.70
Laborer	8.63
Locksmith	17.96
Machinery Maintenance Mechanic	18.70
Machinist, Maintenance	18.32
Maintenance Trades Helper	14.22
Millwright	18.70
Office Appliance Repairer	17.96
Painter, Aircraft	17.96
Painter, Maintenance	17.96
Pipefitter, Maintenance	20.70
Plumber, Maintenance	17.42
Pneudraulic Systems Mechanic	18.70
Rigger	18.70
Scale Mechanic	17.24
Sheet-Metal Worker, Maintenance	18.70
Small Engine Mechanic	17.24
Telecommunication Mechanic I	18.70
Telecommunication Mechanic II	19.36

Telephone Lineman	18.70
Welder, Combination, Maintenance	18.70
Well Driller	18.70
Woodcraft Worker	18.70
Woodworker	15.74
Miscellaneous Occupations	
Animal Caretaker	9.20
Carnival Equipment Operator	10.02
Carnival Equipment Repairer	10.85
Carnival Worker	7.56
Cashier	6.91
Desk Clerk	7.76
Embalmer	17.39
Lifeguard	6.91
Mortician	17.39
Park Attendant (Aide)	8.67
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.76
Recreation Specialist	10.74
Recycling Worker	10.02
Sales Clerk	6.91
School Crossing Guard (Crosswalk Attendant)	7.56
Sport Official	6.91
Survey Party Chief (Chief of Party)	11.52
Surveying Aide	6.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.67
Swimming Pool Operator	11.87
Vending Machine Attendant	10.02
Vending Machine Repairer	11.89
Vending Machine Repairer Helper	10.02
Personal Needs Occupations	
Child Care Attendant	7.76
Child Care Center Clerk	9.67
Chore Aid	6.85
Homemaker	10.74
Plant and System Operation Occupations	
Boiler Tender	18.70
Sewage Plant Operator	17.96
Stationary Engineer	18.70
Ventilation Equipment Tender	14.55
Water Treatment Plant Operator	17.96
Protective Service Occupations	
Alarm Monitor	10.96
Corrections Officer	18.85
Court Security Officer	18.18
Detention Officer	18.85
Firefighter	16.93
Guard I	7.51
Guard II	10.96
Police Officer	22.20
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	17.80
Hatch Tender	17.80
Line Handler	17.80
Stevedore I	17.06
Stevedore II	18.53
Technical Occupations	
Air Traffic Control Specialist, Center (1)	26.07
Air Traffic Control Specialist, Station (1)	17.98
Air Traffic Control Specialist, Terminal (1)	19.79
Archeological Technician I	11.92

Archeological Technician II	13.35
Archeological Technician III	16.54
Cartographic Technician	16.54
Civil Engineering Technician	16.54
Computer Based Training (CBT) Specialist/ Instructor	18.32
Drafter I	10.41
Drafter II	10.80
Drafter III	13.35
Drafter IV	16.54
Engineering Technician I	10.41
Engineering Technician II	10.80
Engineering Technician III	13.35
Engineering Technician IV	16.15
Engineering Technician V	18.52
Engineering Technician VI	24.02
Environmental Technician	16.54
Flight Simulator/Instructor (Pilot)	23.00
Graphic Artist	18.32
Instructor	18.32
Laboratory Technician	14.92
Mathematical Technician	16.54
Paralegal/Legal Assistant I	13.18
Paralegal/Legal Assistant II	15.64
Paralegal/Legal Assistant III	18.47
Paralegal/Legal Assistant IV	23.14
Photooptics Technician	16.54
Technical Writer	26.19
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	14.89
Weather Observer, Senior (3)	16.54
Weather Observer, Upper Air (3)	14.89
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.79
Parking and Lot Attendant	8.00
Shuttle Bus Driver	10.96
Taxi Driver	10.30
Truckdriver, Heavy Truck	16.69
Truckdriver, Light Truck	12.61
Truckdriver, Medium Truck	14.71
Truckdriver, Tractor-Trailer	16.69

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of includes the whole span of continuous service with the present contractor or success wherever employed, and with the predecessor contractors in the performance of simila at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: **New** Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitu any of the named holidays another day off with pay in accordance with a plan communi to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

2) Does not apply to employees employed in a bona fide executive, administrative, o

professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

1) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine covered under high degree hazard.)

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

(SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work on such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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